

**The Commonwealth of Massachusetts
Commission Against Discrimination
One Ashburton Place, Boston, MA 02108
Phone: (617) 994-6000 Fax: (617) 994-6024**

MCAD DOCKET NUMBER: 18BEM02659
FILING DATE: 09/24/18

EEOC/HUD CHARGE NUMBER:
VIOLATION DATE: 09/17/18

Name of Aggrieved Person or Organization:

Simeon R. Naranjit II
85 Draper Street #3
Boston, MA 02122
Primary Phone: (617)942-1292 ext. _____

Named is the employer, labor organization, employment agency, or state/local government agency who discriminated against me:

JN Phillips Auto Glass
Attn: Human Resources
11 Wheeling Avenue
Woburn, MA 01801
Primary Phone: (781)939-3400 ext. _____

No. of Employees: 25+

Work Location: Woburn, MA

Cause of Discrimination based on:

Arrest record.


The particulars are:

I, Simeon R. Naranjit II, the Complainant believe that I was discriminated against by JN Phillips Auto Glass, on the basis of Arrest Record. This is in violation of M.G.L. c. 151B Section 4 Paragraph 9.

1. I wish to file a complaint of discrimination based on my criminal record.
2. On June 18, 2018, I applied for the Senior IT Support position with JN Phillips Auto Glass.
3. On July 18, 2018, I had a phone interview for the Senior IT Support position with Joe DiTomaso, Director of IT.
4. On July 27, 2018, I had an in-person interview with the Mr. DiTomaso.
5. On August 1, 2018, I accepted a job offer for the Senior IT Support position. I was required then to complete a background check.
6. On August 9, 2018, Krisztina Szabo, Human Resources Manager, stated that something came up on my background check, and she wanted to discuss it. I discussed the matter with her and told her that I would send her a letter clarifying my criminal record.
7. On August 10, 2018, I provided a letter disclosing my criminal record to Ms. Szabo. She immediately responded and stated that everything was fine.
8. On August 20, 2018, I began working.
9. On September 17, 2018, Ms. Szabo and the CEO Fred Lizza called me into the conference room. He stated that someone found out about my criminal record and went around Human Resources. I was then told this was not good for business and was terminated from my employment. My criminal record has nothing to do with my employment because my position was not client facing. Additionally, I was not convicted for any felony or misdemeanor. I never received a termination letter.

Based on the foregoing, I believe that I have been discriminated against based on my criminal record.

I hereby verify, under the pains and penalties of perjury, that I have read this complaint and the allegations contained herein are true to the best of my knowledge.


(Signature of Complainant)